

DOT HUMAN CAPITAL IMPLEMENTATION PLAN: SUPERVISORY LEADERSHIP

STANDARD 3: Leadership and Knowledge Management

CRITICAL SUCCESS FACTOR: Leadership Planning and Implementation (SES, managers, and supervisors). The organization identifies leadership competencies, establishes objectives and strategies to address them, and defines performance expectations.

MEASURE: DOT applies a corporate standard of excellence designed and implemented to ensure leaders are recruited , selected, evaluated, awarded and retained consistently and effectively.

MILESTONE	TARGET DATE	STATUS ¹ ●-C ▼-OT ●-D	ACTUAL DATE	RESPONSIBLE ENTITY AND POINT OF CONTACT
Create a ONE DOT approach to recruiting, selecting, developing, appraising, rewarding and retaining supervisors based on OPM/DOT leadership competencies	May 2002	●	May 2002	Supervisory Taskforce, Randy Bergquist, M-10
Establish Departmental policy that addresses supervisory employment, training and performance appraisal procedures	September 2002	●	September 2002	Randy Bergquist, M-10
Implement new procedures agencywide: <ul style="list-style-type: none"> • Communicate new procedures to top leadership and to human resource professionals • Link procedures with current Learning and Development Council initiatives • Link with current Performance Management Taskforce initiatives 	October 2002 November 2002 November 2002	●	October 2002	Randy Bergquist, M-10 Human Resource Council Randy Bergquist, M-10 Learning and Development Council Steve Gomez, M-10 Performance Management Taskforce
Monitor and evaluate implementation of new procedures and make improvements as needed	January 2003 and ongoing			Randy Bergquist, M-10 Learning and Development Council

¹Status Code: ● Complete (C) ▼ On Target (OT) ● Delayed (D)